



pRide



OCTOBER/NOVEMBER 1996

THE NEWSLETTER BY AND FOR

RHODE ISLAND STATE EMPLOYEES

1996 SECA CAMPAIGN FEATURES NEW SPECIAL EVENTS



The 1996 SECA campaign, launched on September 20, promises a host of special features that include a food drive to benefit local food banks, and a celebration game with the Providence Bruins on October 18.

Driving this year's campaign is the hard-working 1996 SECA Committee consisting of 1 to r, **Bill Brock, Louis Joseph, Dolores Sisson, Shirley Rhinehart**, 1996 SECA Chairperson **Dr. Patricia Nolan, Joyce Torrice, Deborah Reavey**, and SECA Director **Kelly Nevins**. Other committee members not in the photo include: **Matt Carey, Stephanie Chaplin, Jonn Garrick and Sue Cabral**.

A special thank you to these committee members for volunteering their time; let's join them in Ensuring a Better Tomorrow!

MENTORS NEEDED

For Women Entering the Job Market

Mentors are needed for women in an employment and training class at the Women's Prison. Only women who are motivated to help themselves and improve their lives are chosen. Many are single mothers. Mentors encourage and support them as they prepare to enter the job market and reestablish their lives in the community. You can help by sharing your experiences and advice. If you can spend one hour a week assisting a woman in reaching her goals, call Judith Fox at 464-3161.

Minorities are encouraged to apply
Mentors from all career areas are welcome!

FOR MORE INFORMATION CALL

Judith Fox
Mentor Coordinator, Women's Mentoring Program
Box 8312
Cranston, RI 02920
(401) 464-3161

GOVERNOR FORMS FAMILY FIRST TASK FORCE

A **Families First** Task Force was recently formed by Governor Lincoln Almond for the sole purpose of matching DCYF children with adoptive families with greater speed. The **Families First** initiative is one of the most creative programs in the country and forges a link between the public and private sectors in order to move children more quickly through the DCYF system after parental rights have been terminated.

The **Families First Task Force** is made up of Alan G. Hassanfeld, Chairman and Chief Executive of Hasbro, Inc., Marilyn Almond and Governor Almond together all chair this task force. Jay Lindgren, Director of the Department of Children, Youth and Families, and Wayne Charness, Vice-President of Hasbro coordinate the task force activities.

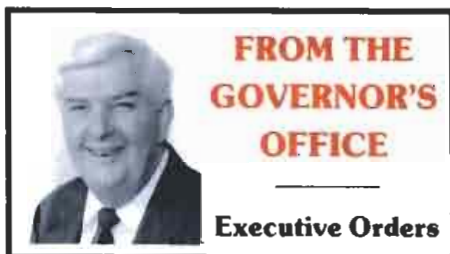
Included on the Task Force board are personnel from Family Court, The United Way, The Urban League, Ocean State Adoption Resource Exchanges (OSARE), The Rhode Island Foundation, Hoechst Celanese, and The Providence Energy Corp, as well as the Department of Children, Youth and Families.

Available to families who are interested in the Special Needs Adoption Program at The Department of Children, Youth and Families are financial AID benefits, medical assistance, psychological counseling and subsidized day care.

The Rhode Island business community as well as non-profit agencies have worked together to facilitate the placement of children into permanent homes. The Department of Children, Youth and Families adoption process has been streamlined to encourage and accommodate more families who wish to adopt. The recruitment of minority families is one of the premier goals of the **Families First** initiative.

This initiative supported and conceived by Governor Almond reaches out to all Rhode Islanders who feel that they can make a difference in a child's life. He is committed to finding safe and secure homes for these children who find themselves without one to call their own. His vision has brought together leaders with their expertise from both the public and private sectors to share the challenge of permanence for children. The Task Force specifically focuses upon making the adoption process more efficient for recruited families who feel that they can prepare these children for future success.

For more information about the DCYF Adoption Program call (401) 457-4986.



96-7 7-11-96 Waiver of user fees at state beaches, parks and recreation areas.

96-8 7-31-96 Reorganization of the Department of Environmental Management.

96-9 8-21-96 Transfer of appropriations to the Department of Labor and Training.

96-10 8-21-96 Masonic Temple Charette Implementation Task Force.

For more information or copies of Executive Orders, call the **Office of the Executive Counsel, 277-2080, Ext. 258.**

NOTES FROM GENERAL TREASURER'S OFFICE



• At the request of General Treasurer Nancy Mayer, three bills were introduced and 1 passed which apply to retired Rhode Island public employees and their survivors. The three bills were endorsed by the State Retirement Board and had bipartisan sponsorship. "These important changes will assist public workers and retirees and improve the management of the State pension system. We try regularly to fine-tune the law to better reflect the working realities of public employees and retired workers," Mayer said.

Ordinary Disability Option: Will allow recipients of disability pensions for injuries not related to their job to designate a beneficiary to receive a portion of their pension upon death. In exchange, the initial pension is reduced during the recipients' lifetime. Regular service pension recipients and recipients of disability pensions related to their job already have this option.

Multiple Beneficiaries: Limits the number of beneficiaries that retirees may name to members of their immediate family. This change will improve management of the pension system, which would have great difficulty tracking an unlimited number of beneficiaries over many years. By restricting to immediate family, the bill places a reasonable limit on the number of beneficiaries that can be selected.

Teachers Survivors' Benefit Plan: Expands benefits of survivors of retired teachers who did not participate in federal Social Security. Thousands of teachers in

school districts that do not take part in Social Security pay into a state-administered fund that provides their beneficiaries with additional benefits intended to mirror Social Security. This bill adjusts those benefits to keep pace with inflation.

Additional information may be obtained by contacting the Employees Retirement System office at 277-2203.

• Treasurer Mayer has also been on the road to reunite people with their money. Using a laptop computer with 49,000 names on the State's Unclaimed Money List, she recently returned more than \$13,000 to shoppers at the Rhode Island Mall, Lincoln Mall, Wakefield Mall, and Warwick Mall. If you or someone you know think you might have a claim to any of these funds, contact the Treasurer's Unclaimed Property Division at 277-6505 or 277-2287.

O.T.D. Office of Training and Development Fall Courses

October	Fee
2 Effective Communication Skills	\$80
7 Introduction to Windows 95	75
8 Financial Mngmt. of Federal Grants	45
10 Administrative Procedures Act	20
11 Effective Writing	98
(Includes Textbook)	
21 Survival Sign Language	80
21 Intermediate DOS	20
22 Using Lotus 1-2-3	110
23 Desktop Publishing	110
24 Introduction to Windows 3.1	20
25 Introduction to Personal Computers	40
31 Intermediate Lotus 1-2-3	110
November	
7 Telephone Techniques	20
14 Using TDD	5
18 Intermediate Word Perfect 5.1	110
22 Introduction to DOS	20
25 Introduction to Windows 3.1	20
27 Introduction to Word Perfect 6.0	110
For more information call the Office of Training and Development (OTD) at 277-2877. For hearing impaired TDD 277-6144.	

ERGONOMICS IS FOR EVERYONE

by Joseph V. Cardillo, Jr., Chairman, Department of Administration Health and Safety Committee

Cumulative Trauma Disorder (CTD) is the term often used to describe cumulative injuries, resulting from repetitive stress, usually to a part of the upper body.

Symptoms of cumulative injuries often take weeks or months to develop, and include discomfort, numbness, loss of strength, and in severe cases, permanent disability. Most common cumulative injuries include low back strain, tendonitis, and carpal tunnel syndrome.

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Deadline for contributions to the December issue is Nov. 8, 1996.

The State of Rhode Island is an equal opportunity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 277-3990. (TDD 277-6144).

Children Count at Growing Children and Parents Count on Growing Children

Child Care for State Employees

We earn parents trust by creating innovative learning programs for all age and development levels, by matching and impeccably trained and qualified staff, by providing a safe and healthy environment, and by making parents a meaningful part of our activities.

Growing Children of Providence
located in the

Dept. of Administration Bldg
—Ground Level—

Call Lori Mello or Margaret Moorachian
at 331-3590

NAEYC Accredited — Licensed by DCYF

What do most people want from a health plan? It's simple: the best health care possible. Health care that can actually improve your health, and your life. Health plans with the doctors, hospitals and benefits to meet your changing needs. Care that's affordable. And this is just the kind of care the health plans of Harvard Pilgrim Health Care of New England have been providing for 25 years.

WELCOME TO OUR FAMILY.

In the Rhode Island area, we're a family of health plans that includes Harvard Pilgrim Health Care of New England and Pilgrim Health Care. We offer you a wide variety of health care options. Including convenient

almost every city and town in your region. All our plans and all our people, however, share a common goal: to deliver the best care and coverage possible, whether your medical needs are simple or require complex specialty or hospital care.

OVER 1,000 EXCELLENT DOCTORS TO CHOOSE FROM. MAYBE EVEN YOURS.

Next to family and friends, there's nothing more personal than the doctor-patient relationship. That's why our family of health plans include so many dedicated, caring physicians. In fact, the doctors you and your neighbors have been seeing for years are

probably on our list. If not, we'll work together to find a personal doctor you're comfortable with.

MAKING LIFE BETTER

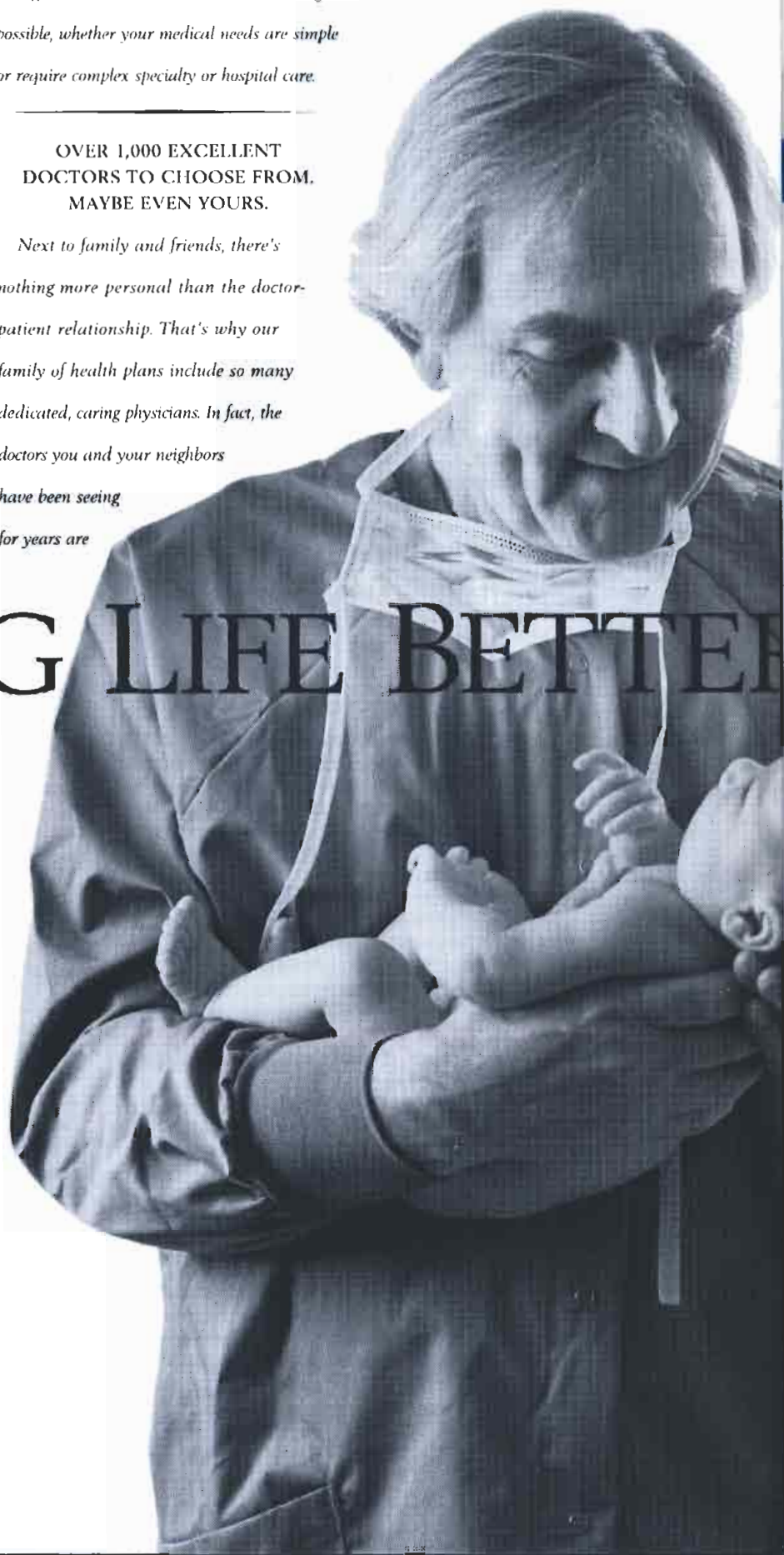
health centers where almost all the care you need can be found under one roof. Group practices that offer you primary care and specialty doctors. And individual community practices in



Why I joined Harvard Pilgrim Health Care of New England.

**Nathan Beraha, M.D.
Pediatric Cardiologist**

"At Harvard Pilgrim, doctors are very active in making the decisions that ultimately affect the care we give our members. Frankly, this makes us different from a lot of other health care providers and insurance companies. Most important, it lets us ensure our members receive the finest care."





Why I joined Harvard Pilgrim Health Care of New England.

Dea Angiolillo, M.D. Internist

"I love the practice of medicine. It is a profession that includes both intellectual challenges and a chance to connect with other people in a very special way. And sometimes you make a real difference in someone's life. What an incredible privilege!"

Our doctors also include many of the world's finest specialists in cardiology, oncology, obstetrics/gynecology and other fields. And, of course, our doctors use many of the best hospitals available throughout Rhode Island.

the globe. Pregnant or thinking about having children? Our prenatal, maternity and infant health programs are among the best in the nation.

Want to stay fit or help your kids learn to



Why I joined Harvard Pilgrim Health Care of New England.

Wayne Clairborne, M.D. Obstetrician/Gynecologist

"At Harvard Pilgrim, there is no cloning of personalities, skills or styles. Each of us is encouraged to grow both professionally and personally which makes us better physicians. The result of this is an atmosphere where the patient gets to be the center of our universe."

swim? Then you'll enjoy our fitness benefits that include discount visits to participating YMCAs and other clubs. Want to quit smoking, manage stress or improve your nutrition? We've got the information and programs you want.

continually working towards innovative health care solutions. By encouraging the early detection



and treatment

of serious problems

like heart disease,

cancer or asthma. By working closely with doctors and hospitals to quickly and effectively restore you to good health. By doing all this affordably. It's a smart and caring approach to medicine, and one we know you'll appreciate.

We offer a family of health plans throughout most of New England

COVERAGE AND BENEFITS THAT FIT YOUR LIFESTYLE.

Do you like to travel? You'll leave home knowing you're covered around

is OUR LIFE'S WORK.SM

And these are just some of the many ways our people work to make your life better.

MAKING THE HEALTH CARE YOU DESERVE AFFORDABLE.

At Harvard Pilgrim Health Care of New England, your health is our first priority. But we know you're concerned about the cost of health care. That's why we put more into what's really important to your good health, and less into administration and paperwork. We do this by helping prevent illness through immunizations and wellness programs. By



Why I joined Harvard Pilgrim Health Care of New England.

Fortunate Procopio, M.D. Pediatrician

"I became a doctor because I liked biology. But I soon realized practicing medicine is a lot more than that. It's part listening an ear to a concerned parent and it's part remembering a child's favorite flavor of ice cream. I enjoy my work and I know my colleagues feel the same way. Together, we provide excellent care."

We think you'll find the doctors, other medical professionals and, indeed, all the people who are part of the Harvard Pilgrim Health Care of New England family are truly dedicated to helping you make your life better. For more information about

the plans available to you, ask your employer or call us directly at 1-800-848-HEALTH.

Physician practice options differ by plan. Call for the options available to you.

LEGISLATIVE ROUND-UP

In April and June 1996, pRIde published a list of legislation of interest to state workers. Following is a list of those bills and the action taken on them by the General Assembly.

PASSED GENERAL ASSEMBLY

96-H-7225 Provides that all new appointees of the Cranston Police and Fire departments, as a condition of employment, shall become members of the state retirement system and gives to those police officers and fire fighters with five years or less of service to the city of Cranston, the option of becoming members of the state retirement system.

96-H-7917 Amends the definition of "teacher" for the purposes of the teacher retirement law.

96-H-8535 Sub. A Allows a member of the state retirement system to select more than one beneficiary only if those multiple beneficiaries are members of that person's immediate family.

REMAINED IN SENATE FINANCE COMMITTEE

96-S-2587 96-S-2783 96-S-2817 96-S-2870 96-S-2920
96-S-2977

REMAINED IN HOUSE FINANCE COMMITTEE

96-H-7437 96-H-7960 96-H-8139 96-H-8145 96-H-8163
96-H-8188 96-H-8399 96-H-8510 96-H-8579 96-H-8715
96-H-8719 96-H-8131

REMAINED IN HOUSE CORPORATION COMMITTEE

96-H-7433 96-H-7827

OTHER ACTION

96-H-8552 — House Labor Committee recommended against passage.

96-S-2610 Sub. A — Held on Senate Desk. (Companion bill 96-H-8535 Sub. A passed). See April and June issues of pRIde for description of bills that did not pass.

RHODE ISLAND IPMA CHAPTER BIG WINNER AT REGIONAL MEETING

Frank Clifford, President of the Rhode Island Chapter of IPMA reports that the state chapter won three out of four awards at a recent conference for the Eastern Region of the International Personnel Management Association. Rhode Island won third place in the outstanding chapter award category.

Ronald Clare, Chief of Merit Selection and Classification, received the prestigious Charles E. Cushman Award, presented annually to the outstanding member of the Eastern Region whose "public and private life exhibit the finest traditions of public service."

Kathryn Sherman of MHRH received IPMA's Human Resource Specialist Award.

Over the last 4 years, Kathryn has created an outstanding Workers' Compensation Management Program at MHRH. She has greatly expanded her own professional knowledge and skill base, and applied herself to aggressively and effectively resolve a whole host of resistant problems.

Working closely with agency risk managers, labor union officials, health professionals, attorneys, the state Department of Labor and State Employees' Workers Compensation, she has created a departmental Risk Management Office that is second to none. The net results: In 1992, MHRH had 500 cases of weekly Workers' Compensation indemnity payroll cases and expended \$12 million in total on Workers' Compensation. The department currently has 300 cases at a cost of \$6 million — a 40% reduction in cases and a halving of cost. Our congratulations to all recipients of IPMA Eastern Region Awards.

NARRAGANSETT BAY COMMISSION APPLAUDS DEDICATION OF STAFF

Providence Mayor Vincent Cianci and talk-show host Steve Kass joined Narragansett Bay Commission Chairman Representative **Vincent J. Mesolella** and Executive Director **Paul Pinault** in applauding the hard work, perseverance and commitment of the NBC staff at the Agency's Annual Employee Awards Ceremony.

The annual event affords the NBC the opportunity to recognize the efforts and dedication that is demonstrated each day by the staff who ensure the protection of public health and the environment in Rhode Island. Among the awards presented were the NBC's Excellence Awards, Employee of the Year, and the Chairman's Award. Excellence Awards are presented to an individual in each of the divisions of the NBC who has shown a level of performance throughout the year that is worthy of recognition. Recipients of this year's Excellence Awards are: **Dean Gallo**, WWCS Operator II, **Ronald Goodinson**, WWTF Mechanic I, **Jean Marie Grossi**, Administrative Secretary, **Lynne Ribbe**, Pollution Prevention Information Coordinator, **Cheryl Pescarino**, Principal Accountant, and **Peter Pette-ruti**, Diesel Truck and Heavy Equipment Mechanic.

Employee of the Year is a singular honor presented to a person who has set high standards in their job performance, serving as a role model for all. This year's award was presented to **Peter Trombetti**, WWTF Shift Supervisor.

The Chairman's Award is the highest honor bestowed by NBC on an individual who has exemplified superlative standards in the performance of duties, going above and beyond the call of duty. This year, NBC had two individuals worthy of the honor: **Susan Anderson**, Public Affairs Officer, and **Joanne Maceroni**, Associate Executive Assistant.

The NBC also recognized employees with perfect attendance and punctuality, and honored individuals for five and ten years of dedicated service to the agency. The ceremony was held on the grounds of the Field's Point Wastewater Facility in Providence, recently named the nation's best operated and maintained facility of its kind by the U.S. Environmental Protection Agency.

The NBC owns and operates the state's two largest wastewater treatment facilities and provides wastewater collection and treatment services to the citizens of Providence, North Providence, Johnston, Pawtucket, Cumberland, Central Falls, Lincoln and portions of Cranston, Smithfield and East Providence.

ERGONOMICS IS FOR EVERYONE

(continued from page 2)

Most cumulative injuries are caused by one or a combination of the following conditions: Many of today's workplace accidents are the results of poor work station design, especially in jobs requiring manual material handling. Unnatural body postures or motions stresses the body's soft tissues and joints. Sitting in an unpadded straight-backed chair for long hours stresses the soft tissues of the lower back. Excessive force required to perform a job induces stress to the body.

Jobs that are repetitive cause great stress to the body. The high rate of repetition, combined with a poorly designed workstation can lead to CTD. Also, tools or equipment that vibrate stress the body's circulatory system.

Ergonomics isn't a chair or a keyboard. It's a science that recognizes and understands the skills and limitations of the human body.

pRide in performance



(l-r) Governor Lincoln Almond, MHRH Director A. Kathryn Power, Valerie MacKenzie and Hugh Friel.

Two MHRH employees have been awarded the newly established MHRH Pinnacle Award for Valor.

Valerie MacKenzie of East Providence, and **Hugh Friel** of Warwick, were the first two recipients of the award which recognizes persons whose acts of heroism have saved the lives of patients or staff at MHRH.

Criteria for the award are, "during a crisis situation and under extraordinary circumstances which may be life-threatening, a person takes action requiring fortitude, focused thinking, and physical stamina in order to preserve the well-being of members of the MHRH community."

"I am pleased to recognize genuine heroic actions that have profoundly affected the safety and interests of the people who live and work at our facilities. These selfless acts are distinguished by unusual courage and are motivated by the instinct to protect and preserve each other's well-being," said MHRH Director **A. Kathryn Power**.

Valerie MacKenzie was honored for her actions on the night of December 23, 1994 when a severe storm caused a power outage at the Eleanor Slater Hospital, where she works as a respiration care practitioner. When it became apparent to MacKenzie that a back-up generator also failed, she acted to save the lives of the fourteen patients under her care who rely on respirators to sustain breathing functions. In the pitch-blackness of night, MacKenzie located each patient, one at a time, to disconnect their electrically-powered respirators and connect each with a manually-operated respiration device, leaving a staff member to manually ventilate each patient. All were safely tended to within three minutes! (Time is critical for patients to regain breathing assistance). Ms. MacKenzie's quick action and ability to remain calm under extraordinary circumstances undoubtedly saved the lives of these patients under her care.

Also honored was **Hugh Friel**, chief power plant engineer at MHRH's Power Plant.

On the night of May 4, 1996, Friel was summoned to the Power Plant to investigate a pressure problem with one of the generators. As Friel approached the turbine area, he heard a loud, high-pitched screech from one of the generators, and knew an explosion was imminent. He raced past the turbines, past a generator spewing sparks that could be electricity arcing from a wildly out-of-control turbine, to kill the breakers and secure the throttle. That done, the turbine wound down, averting a greater explosion than had already occurred, of which he was unaware. His heroic actions prevented a huge disaster, which might have caused harm to himself and his co-workers, and devastated the plant.

"These real-life heroes are proud examples of our work force," said Director Power as she presented each the Pinnacle Award. "These employees, during the course of

their work duties, were suddenly placed in a situation with the potential for a disaster of great magnitude. They reached beyond the ordinary, finding and operating on a level that represents the pinnacle of human capacity."

The Pinnacle Award for Valor is made of lucite, and is pyramidal in shape. Stars embedded near the objects peak are symbolic of the recipient reaching the pinnacle of courageous effort.



A. Kathryn Power, has been named president-elect of the National Association of State Mental Health Program Directors (NASMHPD), in preparation to assume the presidency in July, 1997.

NASMHPD is a forum to bring together the state mental health directors, and is instrumental in the formulation of national mental health policies. It also serves as a clearinghouse to compile and disseminate information on mental health issues to federal agencies, the United States Congress and national organizations. Its 55 members include the mental health program directors of each of the 50 states, as well as directors of programs in the District of Columbia, Guam, American Samoa, Puerto Rico and the Virgin Islands.

As an advocacy group, NASMHPD works with recipients of mental health services and assists leaders of public mental health systems to empower consumers to live autonomously and independently.

As president-elect, Power will work closely with current President Stuart Silver, M.D., of Maryland to effect a smooth transition into the leadership role next year. Since her appointment as MHRH director, Power has worked with the Association on several key initiatives. Last spring, she helped deliver a seminar in conjunction with Harvard University for newly appointed state mental health directors (there were twenty-two new appointments nationally following last fall's election), to familiarize them with the functions and operations of state government agencies and their relationships with federal and local agencies. As a five-year state director, three and a half as mental health director, Power is among the directors, the most senior in experience. She is currently a member of NASMHPD's Technical Assistance Center for State Mental Health Planning steering committee, and a member of the board of NASMHPD's National Research Institute.

Power is among a handful of state directors to be named president-elect without having prior service on NASMHPD's board of directors. "I feel honored to be selected President-elect of this prestigious organization, and be given the opportunity to impact mental health services on the national level. I am confident that Rhode Island's sterling national reputation in the field of mental health, and status as a leader in new and effective program initiatives for persons with mental illness was considered greatly in the selection process. This is an honor for all who have worked to make R.I.'s public/private partnership in mental health an evolving success," said Power.

MHRH is the state agency that plans, develops and implements a statewide service delivery system for Rhode Islanders with mental illness as well as persons who are developmentally disabled or have physically disabling conditions. Its programs and agencies provide services for more than 20,000 people at agencies located throughout Rhode Island.